AFL-CIO MERGER COMMITTEE MEETING 1:30 P.M., FEBRUARY 25, 1957, PARKER HOUSE

CIO Committee met beforehand at lunch, as did AFL Committee.

Present for CIO: Belanger, Camelio, Campobasso, Murray, Georgian and Cort.

Present for AFL: Callahan, Kelley, Pratt, Lawler, Calnan and Moran.

Callahan suggested that two Presidents alternate as Chairmen at subsequent meetings and that he serve as Chairman at this one. He said that AFL had no specific proposals but felt that talks should be renewed.

Belanger asked again for lists of AFL locals affiliated, their location and dues-paying membership, with understanding CIO would supply same to State Federation.

Callahan replied that AFL was sending out cards to all local unions in state asking for figures on "active members". Expect answers soon.

It was pointed out that this had nothing to do with dues-paying membership of State Federation; but there was no change in refusal to supply data at this time.

There was general discussion of representation in Convention, with agreement that two Organizations were close together on this point: approximately one delegate per 200 members.

General discussion of State Federation's method of electing Vice-President (Board Members) by geographical districts. Kelley, Lawler and Calnan defended it with some heat. Campobasso and Camelio spoke strongly against it, Camelio stating that CIO is opposed to district representation.

AFL stated that they do not insist on district representation only. CIO stated they favor "at large representation on Board", but do not rule out any possibility of compromise. Neither organization expressed any preference for number of Board Members.

Belanger asked for thoughts on question of officialdom. Callahan: "We have no thought".

It was revealed that State Federation's Committee on Political Education consist of 18 Council Members, plus 12 Members at large and one Director (Lavigne.)

CIO described its own set-up regarding Officers and Department Heads.

Kelley said discussion of Officers premature, Committee should go back to point-by-point discussion of constitutions of two organizations.

Camelio disagreed strongly and said we have to deal with this question sooner or later, and the sooner the better. Suggested we take question of Board representation and try to settle it.

Belanger spoke at length on whole picture, explaining timetable given us by AFL-CIO Headquarters, said that merger was not impossible this summer, that CIO could hold another Convention just before the AFL Convention in August, and then proceed to Merger Convention.

Callahan replied that the State Federation definitely does not want to have its charter lifted, and that it definitely does want to work out merger voluntarily.

Campobasso moved, Georgian seconded, that next meeting be devoted to following questions: What Officers shall head merged organization; how many; what representation there shall be on Board and how elected; what, if any, appointed Officers there shall be; and what departments there shall be.

Callahan agreed to motion for State Federation without putting it to vote.

Agreed to meet again 10:30, Friday, March 15, all day.

Belanger asked again for dues-paying membership to be supplied at next meeting. Callahan: "Wait until April 1."

CIO COMMITTEE CAUCUS FOLLOWING MEETING, SAME DAY, BELANGER'S OFFICE

Agreed that CIO Committee recommend following set-up to March 8 meeting of State Board, to be proposed to March 15 Merger Meeting:

President and Secretary-Treasurer, elected, one from CIO.

Six Vice-Presidents, three from each, elected at large.

Thirty (30) Executive Board Members, 15 from each, elected at large.

Following appointed Department Heads, paid full-time, appointed by eight executive Officers, subject to disapproval by Executive Board; Legislative Agent, Director of Research & Education, Director of COPE, and Director of Publicity and Public Relations.

Respectfully submitted,

John C. Cort

AFL and CIO MERGER COMMITTEE MEETING 10:30 A.M., JULY 12, 1957, PARKER HOUSE

Present for CIO: Belanger, Camelio, Lieberman, Murray, and Cass.

Present for AFL: Callahan, Kelley, O'Donnell, Calnan, Lawler and Norton.

1. Agreed on Executive Board of 31 including officers.

2. Disagreed upon having an Executive Committee of the State Council empowered to make decisions between the monthly meetings of the State Council.

3. Disagreed upon the method of electing the members of the State Council. AFL for continuing present district setup - CIO for election at large.

4. Agreed upon annual conventions.

5. Annual and bi-annual elections of officers were discussed, but no agreement was reached.

6. A Wednesday, Thursday, Friday Convention with important committees meeting on Monday and Tuesday was discussed - not definitely agreed upon but apparently ragarded favorably.

7. Representation at Conventions could not be agreed upon. Roll Call votes based upon membership was a stumbling block, also the question of representation of City Central bodies - AFL wants 2, CIO wants 1.

8. Agreed that 15% of the accredited delegates be necessary for a roll call, based upon the number seated by the credential committee at the time of the request.

9. Referring to #3 - For the first Convention it was agreed that each organization will elect its own complement of Board Members as it sees fit and each group will respect the choice of the other. The number to be elected by each group remains to be determined.

10. Agreed that local union representation will be 1 delegate per 200 members based upon a 12 month period prior to the Convention. Central Body representation still unsettled - Refer to #7.

11. Per capita of 5¢ tentatively agreed upon.

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AFL-CIO MERGER COMMITTEE MEETING 10:00 A.M., July 25, 1957, Parker House

Present for CIO: Camelio, Campobasso, Cort Georgian and Murray.

Present for AFL: Callahan Kelley, O'Donnell, Lawlor, Calnan and Moran.

The committees reviewed the discussions of the July 12th meeting:

(1) Agreed on Executive Board of 31 members including officers.

(2) Disagreed upon having Executive Officers of the Council.

(3) Disagreed upon the method of electing the members of the Executive Board. AFL for district setup - CIO for election at large. This was resolved in the following manner, for the first convention it was agreed that each organization would elect its own complement of board members as it saw fit and each group will respect the choice of the other. The number to be elected by each group remains to be determined.

(4) Agreed upon annual convention.

The parties then discussed points not agreed on at the last meeting and other subjects. The number of delegates who can demand a roll call at convention was agreed upon - the figure set was 100 delegates.

The term of office for Board and Officers was discussed....the AFL proposal was Officers be elected for two years, and Board be elected for one year...CIO proposal was Officers and Board be elected at the same time for the same period of years. It was agreed to discuss this later.

Days on which annual convention should be held was discussed and set aside temporarily.

AFL wanted to know if we had changed our position on Executive Officers setup, they were still opposed to our proposal...CIO, no we haven't changed.

CIO proposed that four departments be set up in the merged organization.... Education and Research, COPE, Legislative, Publicity and Public Relations....with four department heads to be appointed. AFL counter proposal was the type of setup they have now, that is standing committees, with the possibility of a committee on Education and COPE with the directors elected. CIO said it was opposed to a specific amount of the per capita income to departments, felt that the Executive Board should allocate funds. AFL said there might be some merit to this, but wouldn't agree to change their present method.

CIO proposed there be four top Officers....President, Executive Vice President, Secretary-Treasurer, Legislative Agent....AFL agrees on four Officers, no agreement could be reached on what the titles of the four Officers would be. The AFL said that the Secretary-Treasurer-Legislative Agent should not be split up, but should continue as one as they have it now.

The AFL proposed that we go back to discussing other points of the respective constitutions and let the discussion of officers go until the final wrapping up stage. CIO said we have been going thru the constitutions, we have discussed convention, per capita, representation at convention, roll call votes at convention - so that discussing Officers and Departments is following in reasonable sequence.

It was agreed that the next meeting would be held after the AFL Convention.

AFL-CIO MERGER COMMITTEE MEETING, 10:00 a.m., September 27, 1957, Parker House, Boston, Mass.

Present for CIO: Belanger, Camelio, Campobasso, Murray, Stevens, Sullivan and Walkinshaw.

Present for AFL: Callahan, Kelley, Calnan, Lawler, Norton and Pratt.

President Belanger outlined to the AFL how we bill and receive our per capita on a monthly basis. He also brought up the subject of newspaper releases and the agreement of May, 1956, that no press releases would be issued unless both sides agreed. He also pointed out that it was understood at the last meeting, that unless we had a complete merger agreement the CIO would not call its locals into a convention. Kelley said that they had informed their locals on the tentative target merger convention date and if the CIO did not meet on the 23rd of November, the onus would be on them. It was then agreed that in the future, the only press releases on the progress of merger would be issued jointly by the Presidents of the two organizations.

Belanger then outlined tentative agreements of the past and pointed out that nothing was positive until the whole agreement is agreed upon. Camelio said both sides had agreed to 4 officers at the July meeting - President, Vice President, Secretary-Treasurer and Legislative Agent - but did not agree on titles. Callahan said we agreed on 4 officers, but did not agree to split Secretary-Treasurer-Legislative Agent and that this position of no split was a mandate from their Board and Convention, and it was historical with them. He wanted to know CIO's reasons for splitting Secretary-Treasurer-Legislative Agent.

CIO - Legislative Agent is full-time job and the Secretary-Treasurer will have job of affiliating 250,000 members as well as other duties.

AFL - let subject of splitting Secretary-Treasurer-Legislative Agent be postponed to another meeting, so they could discuss it at their own Executive Board meeting.

CIO said they were in favor of 4 Departments all with full-time men.

AFL proposed 2 Departments - (1) COPE and Education, (2) Legislative and new committees of the organization be set up to handle Research, Publicity, Publications and Public Relations. Two men to handle COPE and Education, and that the Department heads be elected.

CIO - the Department heads should be appointed by the Executive Board.

Both sides exchanged financial reports.

Next meeting was set for 1:00 p.m., Friday, October 4th.

Meeting adjourned at 3:45 p.m.

CIO Caucus set for 11:45 a.m., Friday, October 4th.

AFL-CIO MERGER COMMITTEE MEETING, 1:00 p.m., October 4, 1957, Parker House, Boston, Mass.

Present for CIO - Belanger, Camelio, Campobasso, Murray, Sullivan and Walkinshaw.

Present for AFL - Kelley, Calnan, Lawler, Morin, O'Donnell, Pratt and Lavigne. Pratt was in the Chair.

Belanger - last week we proposed 4 Departments with full-time heads who would be appointed by the Board. He then outlined the duties of the departments of:

(1) Legislative (2) COPE (3) Education and Research (4) Public Relations, Publications and Publicity.

Kelley - the AFL counter proposal is 2 Departments:

(1) Legislative (2) COPE and Education - and 10 standing committes
President to run COPE and Education.
Secretary-Treasurer-Legislative Agent to run Legislative Department and the top Officers to run certain committees such as Affiliation and Organization Committees.

AFL wanted to know who would pay for the costs of the educational programs that would be run by that department. CIO the locals would pay for them and further that at last week's meeting, the AFL said that they didn't feel there was enough work for two separate departments of Education and COPE with two directors, how did the AFL feel now that the duties of the 4 departments had been outlined? The National AFL-CIO separates departments of Education and COPE.

AFL - we are for Education and COPE, but we feel the two fields should be together in one department. They said they would have a tough time selling this to their membership. If the organization had any extra money, Kelley thought we should have an attorney who could do research and give legal advice.

CIO - we would like some answers on departments, you asked us to give an outline of the duties of departments. We have done so, now you still haven't given us your answers, do we have separate departments or not.

Kelley - you put out a paper once a month and a year book, and you want us to make this a separate department. He then requested the salaries of CIO staff and office personnel - both sides exchanged this information.

Kelley - you are aware that the AFL Director of Education and Secretary-Treasurer-Legislative Agent are elected biennually, can we discuss election of Department heads versus appointment.

CIO - first we would like to have your outline of the duties of the 4 Departments. We are also proposing election of 4 Officers - we are not opposed to electing one department head, but we feel that this would nullify the importance of the elected Officers, we don't know of one organization that elects administrative people, these people should be under control of Executive Board not be independent operators. We are not opposed to a legal department, but he would have to be elected under your system.

AFL - can we agree on a cutoff date of October 30, we have to send out calls to our locals.

CIO - we will agree when we have a merger agreement.

AFL - you asked for our outline on Departments, and we will have them for you next week.

AFL-CIO MERGER COMMITTEE MEETING, October 11, 1957, Parker House, Boston.

Present for CIO - Belanger, Camelio, Lieberman, Murray and Stevens.

Present for AFL - Callahan, Kelley, Calnan, Lawler, Norton, O'Donnell and Pratt.

CIO at last week's meeting you agreed to come to this meeting with your outline of department duties, and the election or appointment of department heads.

AFL - talked on setting up a union label department as they have it now, they were not opposed to departments and proposed the following 3 departments:

(1) Education and COPE (2) Legislative Department (3) combine other items - Publicity, Publications, Public Relations and Research, for the present, continue present office staffs. This would take care of all personnel - department heads to be elected.

CIO - we are for appointment of department heads under Board supervision.

AFL - was not prepared to give outline of duties of departments.

CIO - we made a proposal to you on Officers: (1) President (2) Vice President (3) Legislative Agent and (4) Secretary-Treasurer.

AFL - we propose (1) President (2) Executive Vice President (3) Executive Secretary and (4) Secretary-Treasurer-Legislative Agent, and outlined some of the duties of each officer. They used the Connecticut Council duties of officers and that they were not close minded on department heads election.

CIO - on Board representation, you said that you had added a new district to your present setup, so we could have 18 Board Members each.

AFL - how about a provision for women on the Board in the Constitution.

CIO - we have never felt you should single out people by race, creed, color or sex - how about 36 on Board.

AFL - will not answer today, in final analysis numerical strength will decide how 27 Vice Presidents will be split. How about name of new organization.

It was agreed to call the new merged organization - Mass. State Labor Council, AFL-CIO.

AFL - on length of term in office we suggested Officers - 2 years, Board - 1 year.

CIO - first election one year-term, after that election of Officers and Board 2-year terms, with a convention every year.

AFL - can we discuss representation and voting at the convention.

CIO - we intend to make a proposal on convention voting at a later meeting.

AFL-CIO MERGER COMMITTEE MEETING, October 18, 1957, Parker House, Boston

Present for CIO - Belanger, Camelio, Campobasso, Lieberman, Murray, Sullivan and Walkinshaw.

Present for AFL - Callahan, Kelley, Calnan, Lawler, Morin, Norton.

AFL - at the last meeting we suggested that a Union Label Department be set up in the merged group, or at least the Union Label should be covered by the State organization.

CIO - State organization does not have control over the state Union Label group, suggest that a committee be set up to cover this activity and write in the Constitution support Union Label and all Departments of National AFL-CIO.

AFL - you asked for our outline of Department duties, Kelley then read functions of Legislative Department.

CIO - last meeting you named 4 Officers, how did you feel they should be split and how do you stand on Board of 36.

AFL - still in favor of Board of 31, makeup of Board will be decided on numerical strength. National AFL-CIO has 2 AFL people in 2 top jobs, 17 AFL and 10 CIO on Executive Board. Executive Board should be determined by 1 member for each 15,000 dues-paying members. We want Secretary-Treasurer-Legislative Agent, never said they wanted President, Secretary-Treasurer-Legislative Agent.

CIO - if you want Secretary-Treasurer, we will discuss the Presidency, other 2 Officers be split equally,

AFL - presidency should be full time.

CIO - we have 11 people to take care of, if we can afford to pay everybody, we are for it, we have tried to work out a merger, life structurally as both sides have known it is over, if we can't work this out we will have to do it the hard way.

AFL - have been asking for a cutoff date on per capita, want CPA's to look at books.

CIO - we have been asking for per capita information for a year and a half, you have taken a long time, now you want our information immediately.

AFL - what is your proposal on Officers.

CIO - you want Secretary-Treasurer-Legislative Agent, we want President, can't afford a full-time President.

AFL - based on financial reports and figuring on 350,000 members (AFL 205,000 - CIO 145,000) at 5¢ a member a month, we could afford a full-time President, Callahan available. Callahan speaking as an individual - I am not available.

CIO - you say we need a full-time President, but we do not need a full-time Legislative Agent and a full-time Secretary-Treasurer. We are trying to work out a merger and build an organization. You say you want to discuss things such as CLU and Council Representation at a convention, but in your call to your special convention you say you have agreed on representation for these groups. If you are going to remain adamant on all issues, there is nothing we can resolve so let us call in the National Organization for assistance.

AFL - we feel there is room for discussion and are prepared to meet next week as scheduled.

AFL-CIO MERGER COMMITTEE MEETING, October 25, 1957, Parker House, Boston

Present for CIO - Belanger, Camelio, Campobasso, Murray, Stevens and Sullivan.

Present for AFL - Callahan, Kelley, Lavigne, Lawler, Norton, O'Donnell and Pratt.

AFL - last week we proposed President, Secretary-Treasurer-Legislative Agent, Executive Vice President and Executive Secretary.

CIO - you propose AFL get President and Secretary-Treasurer-Legislative Agent. We propose CIO get President and Executive Vice President - one paid officer. We propose 4 Departments with appointed heads under supervision of Executive Officers, subject to approval or disapproval of Executive Board, we suggested 36 Board members last week, we would be willing to go to 32 members - divided equally, and take care of the women as the AFL suggested; if AFL has Secretary-Treasurer, we want Legislative Agent, we would like your answer on this.

AFL - our proposal unacceptable to them. Board should be chosen on numerical strength, should have more discussion on departments, their proposition is for the best of the organization.

CIO - we propose that voting at the convention be on a per capita basis; that is delegates vote the average membership they have paid per capita on. Per capita votes of the local to be divided among the delegates from the local, no delegate could cast over 600 votes. The old AFL and CIO and the International Unions vote on a per capita basis.

AFL - This is unacceptable to us.

CIO - it appears that we have reached an impasse, are you willing to join with us in asking Washington to send in representatives to help in working out an agreement?

AFL - we agree to ask Washington for help.

After discussion it was agreed that each organization would send a wire to President Meany, telling him we had reached an impasse and asking him to send in representatives to help. It was also agreed that the two Presidents sitdown and write out a press release on our requesting Washington to send in representatives.

MINUTES OF THE CIO CAUÇAS, NOVEMBER 7, 1957

The following proposals were decided and agreed to:

There be four Officers; President, two Executive Vice Presidents and Secretary-Treasurer.

That there be only one full time paid Officer, Secretary-Treasurer.

There be four Departments, heads appointed by the Board.

(1) Legislative
(2) COPE
(3) Education and Research
(4) Publicity, Publications and Public Relations

The Executive Officers have charge of Department heads between meetings of the Executive Board.

That we propose thirty-six members of the merger Executive Board and they be equally divided.

AFL-CIO MERGER COMMITTEE MEETING, November 8, 1957, Parker House, Boston

Present for National AFL-CIO - R. J. Thomas

Present for CIO - Belanger, Camelio, Campobasso, Lieberman, Murray, Stevens and Walkinshaw.

Present for AFL - Callahan, Kelley, Calnon, Lawler, Morin, O'Donnell and Pratt.

AFL-CIO - R. J. Thomas in the chair stated that he was here because of the telegram sent to Meany. He and Moats had met with either or both organizations but because of the shortage of help and the sixteen State Councils and several hundred city bodies, and the demand for their time is so great that on occasion a mixup on a meeting will occur. He apologized for the mixup on the meetings of the past week. He pointed out that no one can force us to merger until after December 5th when Meany had the power to lift Charters of State and City Bodies. He didn't feel that Meany would lift the charters, but that a new plan of action would be worked out to help bring about merger, but in any case there was going to be a merger in Massachusetts come what may. He said it would be a mistake for the AFL to hold its meeting November 23rd without a full merger agreement, but they had the right to do anything they pleased. He proposed that the CIO have the Presidency of the merged group unpaid and the AFL have Secretary-Treasurer, paid. He didn't think it fair for one organization to have both top jobs. Does not think size should be the determining factor.

AFL - We have discussed size of Board and have arrived at thirty-one. Division should be on numerical strength and we are prepared to discuss that today our numbers are for the month of October. We have 802 locals affiliated. We have a procedure regular for regular convention but not special convention and so our delegates for this convention are decided on October per capita. We feel that an organization of 500,000 people should have a full time President.

CIO - You can't decide the true picture of membership by a figure for one month. You have to prorate it over a period of six months to a year. We are not opposed to a full time paid President, but we don't think we can afford it at this time. Let us wait a year and review the financial picture then and consider a full time President.

R. J. THOMAS - You can't decide everything on numbers. Questions whether per capita payments will be the same three months from now. He isn't sure he is doing any good at the meeting. No progress is being made.

CIO - Is the AFL goint to answer on Belanger's proposal on the wait of one year to decide if we can afford a full time President and what is their present position on Executive Board.

AFL - We have to consider Belanger's proposal. We want sixteen Board Members, eleven for CIO.

CIO - We propose thirteen Board Members each and the larger organization get the fourteenth seat on the Board.

R. J. Thomas - suggested Regional Director Thompson and his Assistant could sit in on the meetings.

CIO - It is all right with us.

AFL - Opposed to Murphy and Thompson sitting in on the meetings.

Adjourn 4:40 p.m.

AFL-CIO MERGER COMMITTEE MEETING, November 15, 1957, Parker House, Boston

Present for National AFL-CIO: E. J. Moats

Present for CIO: Belanger, Camelio, Campobasso, Lieberman, Murray, Stevens, Sullivan and Walkinshaw.

Present for AFL: Callahan, Kelley, Lawler, Norton, O'Donnell and Pratt.

Moats said he understood that Thomas had made a proposal at last week's meeting: President be CIO - unpaid; Secretary-Treasurer be AFL - paid; and the other two Officers be split equally.

AFL - has felt from the beginning that the President of merged organization should be full-time. We say with 350,000 members we can afford full-time President.

Moats said any suggestion he or Thomas might make is made on the basis of what is said in the meetings and on the basis of compromise and are not binding on either side. He felt we should discuss further proposals on this point.

CIO - we are not opposed to paying one or all four of the Officers, but we don't see how we can afford it at this time. We have agreed to keep the 11 members of the present staff; after one year we can look over finances and decide then on what we can afford.

In a merged organization you must give better services to the affiliates. What is your answer to our proposal of: Board - 13 CIO, 13 AFL, and extra place to larger organization. What is your answer to number of Departments and the manner of selecting heads of departments?

AFL - on Board - 16 AFL, 11 CIO, on Departments 3 - (1) COPE and Education (2) Legislative (3) Publicity, Publications and Public Relations.

COPE and Education -- elected
Legislative -- elected
Publicity, Publications and Public Relations - appointed
COPE and Education - one Director AFL - one Assistant CIO
Legislative Department - CIO man to be assistant. In either case the assistant to be appointed or elected.

CIO - we will not accept this proposal, you want everything.

The meeting was adjourned for lunch.

In a meeting with Moats, without the AFL, he said he had met with them and they were proposing a package deal:

Full-time President and full-time Secretary-Treasurer (divorcing Legislative Agent from Secretary-Treasurer) both from AFL.
2 Executive Vice Presidents or 1 Executive Vice President and an Executive Secretary, both from CIO.
4 Departments:
COPE -- AFL
Education -- CIO
Legislative -- CIO
Publicity, Publications and Public Relations -- CIO

They want at least COPE Director to be elected. Moats felt that if something could be spelled out on the ways and means that a Director could be removed, the problem

of election of department heads could be solved. Executive Board would be open to further negotiations if we could agree on the above proposal, we might do better on distribution of Executive Board Members. He then asked for approximate membership figures, he said he had their's, but did not intend to make either figure known. He then asked that if a CPA checked the figures of both sides and determined that we could afford a full-time President, would we be in favor of it?

CIO - felt that the proposal of waiting a year was sound and we would insist on this. That whether we had the money or not, the AFL would still want the Presidency. Meats' answer to this was - Yes.

CIO - then caucased and rejected the AFL proposal and made this counter proposal:

President - CIO (first year unpaid, after year investigate finances and take appropriate action)
Secretary-Treasurer - AFL paid full-time
4 Departments:
COPE - AFL
Education - CIO
Legislative - CIO
Publicity, Publications & Public Relations - CIO
Executive Board - AFL 14, CIO 13

Meats said both sides should think over the proposals. He said the AFL could not meet next week. He then told us that we could continue to function after December 5th, as an organization and that we should continue to meet on merger. He said further that he is going to recommend to Meany that in the states where there is a possibility that those states should be given time to work out their problems with the help of National. He felt that merger was possible in Massachusetts.

Adjourn 4:05 p.m.

AFL-CIO MERGER COMMITTEE MEETING, January 24, 1958, Parker House, Boston

Present from National AFL-CIO: R. J. Thomas, E. J. Moats

Present for AFL: O'Donnell, Kelley, Morin, Lawler, Lavigne, Calnan and Callahan.

Present for CIO: Sullivan, Belanger, Camelio, Lieberman, Campobasso and Murray.

R. J. Thomas opened meeting by saying the national people were not invited, but came because AFL-CIO Regional Director had told them we were meeting. He told the committees what was happening around the country on merger. Kelley asked Moats and Thomas if they had any proposals for settlement of our problems.

Thomas suggested AFL have Secretary-Treasurer, CIO have President and have one Executive Vice President from each organization and that we wait a year before we consider a full time President. He said further, that where both organizations are only 20,000 or 30,000 members apart that he felt in a forced convention that National would rule that the two top Officers would be split between the two organizations. Moats agreed, based on his experience, that if both sides are close what Thomas said would be correct.

Callahan asked to have the question of Officers put over until he had a chance to talk to his Executive Board on February 12th. On the matter of the number of members of the Executive Board, he suggested we check the membership figures of both organizations.

Thomas, if you can come to an agreement today, what do you hope to gain by an audit? Suppose the AFL finds it is 30,000 or 40,000 members larger, I don't feel it would change anything.

CIO suggested we change the number on the Executive Board to 31 -- 16 AFL, 15 CIO -- and agreed to check the membership lists.

It was unanimously agreed to check the membership lists. The basis of membership check, would be the average paid per capita of the year previous to the last convention of each organization. It was further agreed that the Secretary-Treasurer of both organizations could do the job. It was further agreed to exchange this information previous to the Executive Board meeting of the Federation on, February 12, 1958.